

JOHN M. CARAWAY

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Present Occupation: Ad hoc mediator, Arbitrator and Fact finder

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Business Address:

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PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Industrial Relations Association of Northern California, (IRRA); President 1983-84
Society of Professionals in Dispute Resolution (SPIDR); Regional Vice President 1984-88
Association of Labor Relations Agencies (ALRA); Member of Executive Board 1990-93
The International Society for Labor Law and Social Security

EDUCATION:

B.A. Political Sociology, California State University, 1968

CERTIFICATIONS:

Certificate, Labor-Management Relations, UCLA 1972

ARBITRATION/LABOR RELATIONS EXPERIENCE:

95- Labor arbitrator, mediator, factfinder, hearing officer

78-94 Mediator, CA State Mediation and Conciliation Service; private and public sectors

76-78 Executive Director, County of Los Angeles Employee Relations Commission; neutral Agency administering comprehensive collective bargaining law, including unit determinations, mediation, arbitration, fact-finding, and unfair labor practices.

73-76 Employee Relations Division, CAO/Personnel, County of Los Angeles

69-72 Service Employees International Union, AFL/CIO

INDUSTRIES:

Aerospace, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Canning, Cement, Chemicals, Clothing, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Feed & Fertilizer, Food, Foundry, Furniture, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Machinery, Maritime, Meat Packing, Metal Fabrication, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Shipbuilding/Dry Dock, Steel, Stone/Quarry, Textile, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/ Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS:

American National Can and the United Steelworkers of America, AFL/CIO
Lockheed Martin and the International Association of Machinists and Aerospace Workers, AFL/CIO
Sacramento City Unified School District and Service Employees International Union, AFL/CIO
C&H Sugar and the Sugar Workers Union, No. 1, Seafarers Int'l Union of North America, AFL/CIO
State of Alaska and various Unions

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service; American Arbitration Association; CA Public Employment Relations Board; CA State Mediation and Conciliation Service; Los Angeles City Employment Relations Board; Los Angeles County Employee Relations Commission; Montana State Personnel Board; Nevada
Local Government EMR Board; Oregon Employment Relations Board; Phoenix Employment Relations Board; State of Washington Employment Relations Commission

PUBLISHED CASES:

I don't believe it is appropriate to publish cases.

SIGNIFICANT PUBLICATIONS:

Grievance Mediation, Can it Work? Journal of Law and Education
Dispute Resolution Today—The State of the Art American Arbitration Association

FEES:

PER DIEM FEE: \$1100
for any day or any part of a day
of hearing or study and decision
preparation.

DOCKETING FEE: 0

CANCELLATION FEE: \$1100
if cancelled or postponed for any
reason 21 days or less before
the date(s) scheduled.